



Agenda Item Number: 2006-8-9B

BERNALILLO COUNTY BOARD OF COUNTY COMMISSIONERS

Meeting Date: August 22, 2006

Department: Manager & Human Resources **Staff Contact:** Thaddeus Lucero, County Manager
John P. Dantis, Deputy County Manager
Julie Baca, Deputy County Manager
Tim West, Deputy County Manager
Dan Mayfield, Deputy County Manager
Renetta Torres, Human Resources Director

TITLE: Collective Bargaining Agreement between the County and the International Association of Fire Fighters (IAFF) Local 244

ACTION: Motion to approve the Collective Bargaining Agreement with IAFF Local 244.

SUMMARY:

The County and the IAFF Local 244, commenced negotiations on May 17, 2006 and reached impasse on June 28, 2006. On August 1, 2006 Management and IAFF Local 244 met in mediation and concluded negotiations for the collective bargaining agreement. This contract is for a one year period ending June 30, 2007. The Union ratified the contract on _____.

The High Points of these negotiating sessions were:

- **Article 11 – Seniority**
New language that issues a seniority number to employees based upon their date of hire after completion of the probationary period.
- **Article 15 – Vacant Positions**
15.2 – Trial period for an employee who transfers or is promoted to another position will change from a 90-day to a 30-day trial period. If the employee proves unsatisfactory within the trial period, the County shall return the employee to his or her previous classification if a vacancy is available. In the event that no vacancy is available, the employee shall be eligible to apply for any other County position for which he or she qualifies.
- **Article 16 – Discipline**
16.7 – New language that requires management to inform an employee that he or she is being placed on administrative leave because the County is conducting an administrative investigation that may result in disciplinary action.
- **Article 17 – Grievance Procedure**
17.10.3.3 – Provides a process by which the selection of arbitrators will be selected following a formal RFP process by alternatively striking from a list of names by management and grieving party.
17.10.3.7 – Requires employees to appear as witnesses in grievance hearings when requested by the County or the grievant.

- **Article 20 – Work Period, OT/Standby/No Pyramiding**
20.3 – Provides that employees will be paid at the overtime rate for all time worked in excess of 106 hours for Operations and 100 hours for those assigned to the Fire Prevention Bureau in any 14 day period.
- **Article 21 – Shift/Hours Exchanges**
21.5 Increases the number of days by 15 wherein shift/hour exchanges must be completed from the date of the first shift exchange.
- **Article 22 – Temporary Upgrades**
Adds new language related to upgrades that when such is required in a division other than Operations, a Lieutenant assigned to that Division will fill the assignment.
- **Article 23 – Modified Duty**
Makes a correction to reference to another section within the article. Also adds new language that specifies that the 207 Election applies to all employees on a modified duty status.
23.4.1 – New language that provides an employee who is on temporary modified duty as a result of pregnancy shall be paid at the employees base hourly rate plus longevity for up to 50 hours per week.
- **Article 30- Physical Fitness and Physical Exams**
Adds new language that provides for the department to maintain a wellness and fitness program with elements consistent to the current program and requires management to meet and confer with union for any proposed changes to the program.
- **Article 34 – Issued Equipment**
Adds new language that provides retiring members to be allowed to retain possession of their department issued badge and helmet.
- **Article 36 – Compensation**
Provides that there will be no change to the employee's base hourly rate and provides a one-time payment of \$1,649 to the members which is to be made following the pay periods ending September 2 and 16, 2006. Half the identified amount will be paid at the end of each pay period.

Deleted 36.4 – That provided tool allowances to fire mechanics, which are no longer represented by this union.

The County thanks the management and union negotiating team members of the International Association of Fire Fighters Local 244 for their hard work in reaching this agreement.

ATTACHMENT:

1. Collective Bargaining Contract

FISCAL IMPACT

The IAFF Local 244 Collective Bargaining Agreement was settled during a mediation meeting August 1, 2006.

STAFF ANALYSIS SUMMARY

COUNTY MANAGER

See summary. I recommend Board approval and thank both the Management and Union negotiating teams for reaching this agreement. TL 8/14/06

DEPUTY COUNTY MANAGER FOR FINANCE

See Summary. Dan Mayfield 8/14/07

LEGAL

The Collective Bargaining Agreement was negotiated in accordance with the provisions of the Collective Bargaining Ordinance and is consistent with applicable law. JSL 8/15/06